



County of Los Angeles  
**CHIEF ADMINISTRATIVE OFFICE**

713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012  
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<http://cao.lacounty.gov>

DAVID E. JANSSEN  
Chief Administrative Officer

December 6, 2006

Board of Supervisors  
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First District

YVONNE B. BURKE  
Second District

ZEV YAROSLAVSKY  
Third District

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Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

To: Supervisor Zev Yaroslavsky, Chairman  
Supervisor Gloria Molina  
Supervisor Yvonne B. Burke  
Supervisor Don Knabe  
Supervisor Michael D. Antonovich

From: David E. Janssen  
Chief Administrative Officer

**DEPARTMENT OF PARKS AND RECREATION MAPP APPOINTMENT REQUEST**

Consistent with the August 4, 1998 Board-approved policy on managerial salaries, we have reviewed and recommend Board approval of the attached Department of Parks and Recreation request (Attachment I) to appoint Mr. Hayden Y. Sohm to the position of Assistant Director, Parks and Recreation (UC) at an annual salary of \$121,980 (\$10,165 per month), which is in the second quartile of the R13 Salary Structure. Mr. Sohm will fill the vacant funded Assistant Director, Parks and Recreation (UC) position in the Regional Facilities Agency and direct the daily operations of that Agency.

The department's requested salary will result in a base salary increase of 10.0 percent above Mr. Sohm's current annual salary of \$110,892 (\$9,241 per month). This increase will only represent a 5.5 percent increase after the State employee COLA increase scheduled for January 1, 2007. Mr. Sohm is currently employed by California State Parks and serves as District Superintendent for the Sierra District. The requested salary will exceed the salaries of all three existing Assistant Directors, Parks and Recreation (UC); will be 0.03 percent greater than the highest paid Assistant Director, Parks and Recreation (UC); and will be 8.4 percent less than the Chief Deputy, Parks and Recreation (UC). Mr. Sohm possesses 30 years of parks and recreation experience including 20 years of progressively responsible management, which justifies the department's requested salary (Attachment II).

Each Supervisor  
December 6, 2006  
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As previously stated, Mr. Sohm has 30 years of parks and recreation experience and has served as the Superintendent over the Malibu area and most recently, the Sierra Nevada/Lake Tahoe area. In these positions, Mr. Sohm has been responsible for up to 90.0 full-time employees and a \$13.0 million operating budget. His experience has included oversight of facilities very similar to those found in our Regional Facilities Agency, such as natural areas, trails, lakes, and a golf course. Other similar responsibilities include working with local government officials, dealing with land use and distribution issues, park planning and project management, contract administration, and working with concessionaries and local officials and community groups (Attachment III).

Based on this information, we recommend that the Department's request be approved. Unless otherwise instructed by December 21, 2006, we will authorize Parks and Recreation to proceed with this appointment.

Please contact me if you have any questions or need additional information.

DEJ:DL  
RG:AB:yf

Attachments (3)

c: Executive Officer, Board of Supervisors  
County Counsel



COUNTY OF LOS ANGELES  
DEPARTMENT OF PARKS AND RECREATION  
"Creating Community Through People, Parks and Programs"

Russ Guiney, Director

November 30, 2006

TO: Sharon R. Harper  
Assistant Administrative Officer  
Chief Administrative Office

ATTN: Debbie Lizzari

FROM: Russ Guiney  
Director

SUBJECT: **REQUEST FOR HIRING APPROVAL  
ASSISTANT DIRECTOR, PARKS AND RECREATION, UC (R13)  
HAYDEN W. SOHM**

In accordance with Section 6.08.340(B) of the County Code, we are requesting CAO approval to appoint and place Mr. Hayden Sohm in the second quartile of the salary range for Assistant Director, Parks and Recreation at a rate of \$10,165 per month (\$121,981 per year), effective upon Board approval. Mr. Sohm will fill the vacancy in our Regional Facilities Agency. Mr. Sohm possesses almost 20 years of management experience with the California State Parks, which makes him highly qualified for this position.

The Regional Facilities Agency Assistant Director position has been vacant since August of 2006. As part of an ongoing recruitment process, several top candidates have been interviewed and Mr. Hayden Sohm was determined to be the most highly qualified. He has over 30 years of parks and recreation experience, including 20 years of progressively responsible management experience with the California State Parks. For the past seven years, he has served as superintendent over the Malibu Area and, most recently, the Sierra Nevada/Lake Tahoe area. In these positions, he has been responsible for up to 90 full-time employees and a \$13 million operating budget. His experience has included oversight of facilities very similar to those found in our Regional Facilities Agency, such as natural areas, trails, lakes, and a golf course. Other similar responsibilities included working with local government officials, dealing with land use and acquisition issues, park planning and project management, contract administration, and working with concessionaires and local officials and community groups.

Sharon R. Harper  
November 30, 2006  
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Attached are copies of Mr. Sohm's resume, 2005 W-2, last pay stub from the State of California and a list of current MAPP Participants in our Department and their respective salaries. We did not attach a summary of his current benefit package, but we believe his State benefits package is comparable to the County's, especially since Mr. Sohm is a safety retirement member and qualifies for 3% for each year of service at 50 years of age.

We realize that the salary requested for Mr. Sohm will place him slightly above the highest paid Assistant Director currently in our Department even after the anticipated October 1, 2006 4% general movement for non-represented classes; however, the requested salary is only 10% above his current rate of pay (and only a 5% increase after January 1, 2007, because State employees are scheduled to receive a 5% COLA). Additionally, we strongly believe that his extensive management experience with the California State Parks supports Mr. Sohm's appointment at the salary requested.

Please call me at (213) 738-2951, or your staff may call Sabra White, Acting Administrative Deputy, of my staff at (213) 738-3015, if you need additional information or have any questions regarding this matter.

RG:JW:SW:jy

c: Sabra White, Parks and Recreation  
Anthony Baker, Chief Administrative Office ✓

Attachments (4)

December 4, 2006

To: Anthony Baker  
Budget and Operations Management Bureau

From: Christine Lo  
Compensation Policy

**REQUEST FOR MAPP SALARY PLACEMENT – PARKS AND RECREATION –  
ASSISTANT DIRECTOR, PARKS AND RECREATION, UC (ITEM NO. 8767) –  
HAYDEN W. SOHM**

This memo is in response to Department of Parks and Recreation's request for a MAPP salary placement for Hayden W. Sohm to the position of Assistant Director, Parks and Recreation. Specifically, the placement is for a salary of \$10,165 per month (\$121,981 per year) of MAPP Range 13, 2<sup>nd</sup> Quartile. My analysis of the request and the information provided is, as follows:

**ANALYSIS**

Parks and Recreation is requesting to hire Mr. Sohm to the position of Assistant Director, Parks and Recreation, Regional UC and to provide him with a 10% increase from his current salary. This increase will only represent a 5% increase from his current salary after the State Employee COLA increase goes into effect January 1, 2007. Based on the MAPP Salary Structure effective October 1, 2006, the proposed salary falls below the control point into the 2<sup>nd</sup> Quartile of Range 10.

**Range 13  
(Effective October 1, 2006)**

| <i>1<sup>st</sup> Quartile</i> | <i>2<sup>nd</sup> Quartile</i> | <i>Control Point</i> | <i>3<sup>rd</sup> Quartile</i> | <i>4<sup>th</sup> Quartile</i> |
|--------------------------------|--------------------------------|----------------------|--------------------------------|--------------------------------|
| \$98,151 - \$110,415           | \$110,416 - \$122,688          | <b>\$122,688</b>     | \$122,689 - \$134,958          | \$134,959 - \$147,226          |

**BOARD POLICY**

It should be NOTED that the Board Approved Policy on Management Appointments requires Board approval for all new hire appointments from outside County service over \$118,000 per year, effective October 1, 2006. Although the proposed salary falls in the 2<sup>nd</sup> Quartile of the Range, below the control point, the proposed salary is over \$118,000 per year. As such, Board approval is required.

MAPP provisions for new hire appointments from outside the County recommend considering comparable information and salary levels of all equivalent or peer internal positions when establishing a recommended salary.

The salary for the new appointee should reflect equity to other managers at the same level of responsibility within the department, their length of service and relative performance. Although newly hired employees should generally be brought in at a salary level that does not exceed the salaries of existing employees with similar levels of experience and performance expectations, the proposed placement exceeds the salaries of all three (3) existing Assistant Directors, Parks and Recreation. The appointee has 30 years of experience in the Parks and Recreation service, of which 20 years were spent in progressively responsible management. As such, placement at a salary .03% above the highest paid Assistant Director is justifiable.

**Assistant Director, Parks and Recreation (8767)**

| Employee Number | Employee Name     | Current Salary<br>(Effective October 1, 2006) | Quartile of<br>Range 13  |
|-----------------|-------------------|---|--------------------------|
| 033940          | Frank Gonzales    | \$98,151                                      | 1 <sup>st</sup> Quartile |
| 227889          | Kathleen Ritner   | \$98,151                                      | 1 <sup>st</sup> Quartile |
| 410172          | Karalyn Wallensak | \$121,946                                     | 2 <sup>nd</sup> Quartile |
| -               | Hayden Sohm       | \$121,981                                     | 2 <sup>nd</sup> Quartile |

In analyzing the department's recommended salary for Mr. Sohm it appears that the does not create any new burden on the salary differentials with the Regional Operations Manager or Chief Deputy who are immediately below and above the Assistant Director position.

**FINAL RECOMMENDATION**

In reviewing the Department of Park and Recreation's request to appoint Mr. Sohm to the position of Assistant Director, Parks and Recreation for the Regional Facilities Agency (Item No. 8767) and MAPP salary placement to \$121,981 per year, it appears that the recommended placement would be appropriate.

If you have any questions or I can provide additional information or analysis, please let me know. Thank you.

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**Hayden W. Sohm**

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P.O. Box 692 . Tahoma, CA 96142  
(T) 530-525-9523 (Alt) 530-277-4749 (E) hsohm@parks.ca.gov

**Objective**

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**ASSISTANT DIRECTOR PARKS AND RECREATION**

I am seeking a position in park management with the County of Los Angeles. I feel my past education and experience would provide the basis for a successful career in County Parks. I have over 30 years of experience as a park professional. This experience includes a strong emphasis in park planning, public out reach, land acquisition and budgeting. In my capacity as the Acting Angeles District Superintendent and Malibu Sector Superintendent for California State Parks I have worked with the County of Los Angeles regarding the restoration of the Malibu Pier as well as various other projects in the LA Basin.

**Professional Experience**

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2004 - Present      **California State Parks, Tahoma, CA**  
**District Superintendent- Sierra District**

This position provides management oversight for a major park district in the Sierra Nevada/ Lake Tahoe area- The district operates an \$13 million dollar annual operating budget and employees 90 permanent employees covering visitor services, maintenance and public safety functions.

**KEY ACCOMPLISHMENTS:**

- **COMPLETED GENERAL PLAN FOR BURTON CREEK STATE PARK**
- **COMPLETED PLANNING FOR MAJOR MUSEUM AT DONNER MEMORIAL STATE PARK**
- **LED COMMUNITY OUTREACH FOR BOATING FACILITIES AT EMERALD BAY**
- **MANAGED MAJOR CONCESSION OPERATIONS INCLUDING GOLF COURSE AT LAKE TAHOE**
- **WORK WITH LOCAL ELECTED OFFICIALS TO IMPROVE SERVICE TO PARK VISITORS AND THE COMMUNITY.**
- **LED PLANNING EFFORTS FOR PLUMAS SKI HILL**

1999 - 2004      **California State Parks, Malibu, CA**  
**Sector Superintendent- Malibu**

Served as the Sector Superintendent for the Malibu Area. This sector includes 4 major campgrounds, 50 miles of hiking trails, a variety of day use areas as well as the Malibu Pier. The sector includes approximately 25 permanent staff that represent public safety, maintenance, admin and interpretive functions. The sector had an annual budget of approximately \$3 million.

**KEY ACCOMPLISHMENTS:**

- **LED COMMUNITY OUTREACH EFFORTS FOR MULTI USE TRAIL DESIGNATIONS IN THE SANTA MONICA MOUNTAINS**
- **WORKED CLOSELY WITH A VARIETY OF VOLUNTEER GROUPS - AND SERVED AS THE DEPARTMENTAL VOLUNTEER COORDINATOR FOR SEVERAL GROUPS**
- **COMPLETED A MAJOR PLANNING EFFORT FOR THE MALIBU CREEK GENERAL PLAN**
- **WORKED WITH THE COUNTY OF LOS ANGELES TO OBTAIN PROP A FUNDS FOR THE**

## **RESTORATION OF THE MALIBU PIER**

**- SERVED AS THE PROJECT LEAD FOR THE RESTORATION OF THE MALIBU PIER**

**- ASSISTED WITH THE DEVELOPMENT OF A CONCESSION RFP FOR THE OPERATION OF THE MALIBU PIER.**

**- WORKED ON A VARIETY OF LAND ACQUISITION EFFORTS IN THE SANTA MONICA MOUNTAINS.**

**- LED THE STATE PARK PLANNING TEAM THAT HELPED COORDINATE THE NATIONAL TRUST FOR HISTORIC PRESERVATION CONVENTION IN LOS ANGELES**

2003 - 2004

### **California State Parks, Calabasas, CA Acting District Superintendent- Angeles District**

Served as the acting District Superintendent for the Angeles District- responsible for all aspects of park operations including Public Safety, Technical Services, Administration and planning. Provided oversight for acquisition and planning associated with various properties in the district. Coordinated a team of sector superintendents who provided operational oversight to the park district. Worked with the County of Los Angeles regarding various park projects and operating agreements as well as Prop A funding for Malibu Pier. The District had an annual operating budget of approximately \$6.5 million. Approximately 80 permanent positions within the District including a large Aquatic Safety program.

#### **KEY ACCOMPLISHMENTS:**

**-WORKED ON THE PLANNING TEAMS ASSOCIATED WITH THE DEVELOPMENT OF TAYLOR YARDS, CORNFIELDS , AND BALDWIN HILLS.**

**- WORKED CLOSELY WITH THE CITY OF MALIBU REGARDING VARIOUS PLANNING ISSUES**

1989 - 1999

### **California State Parks, Big Sur, CA Chief Ranger- Big Sur**

Served as the chief ranger for the Big Sur area of California State Parks. Responsible for managing public safety, resource protection and interpretation within this area. Also served as the acting District Superintendent during this period-

1987 - 1989

### **California State Parks- Headquarters, Sacramento, CA Technical Services Manager**

As the Tech Services Manager responsible for state wide facility programs and resource protection. Provided direction and oversight for the implementation of a habitat monitoring program for OHV sites as well as a soil loss prevention program. Coordinated statewide safety programs and Minor capital outlay program for the Division.

## **Education**

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1973

### **Univ. of California, Santa Cruz, CA B. A. , History 3.0**

Graduated from University of California at Santa Cruz- with a major in History which focused primarily on 19th century American History

1969

### **Carpenter's Apprentice, AL Apprentice Carpenter, Construction Technology**

Served as a Carpenter's Apprentice involved in Heavy Construction Activities.

## **Professional Affiliations**

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California Lifeguard Association  
California State Park Rangers Association

**Personal**

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**References:**

**Russ Guiney - Director, Los Angeles County Parks**

**Lynn Rhodes- Northern Division Chief, California Department of Parks and Recreation  
916-657-4042**

**Ted Jackson- Deputy Director for Operations California Department of Parks and Recreation-  
916-653-8288**